



Ops Compensation

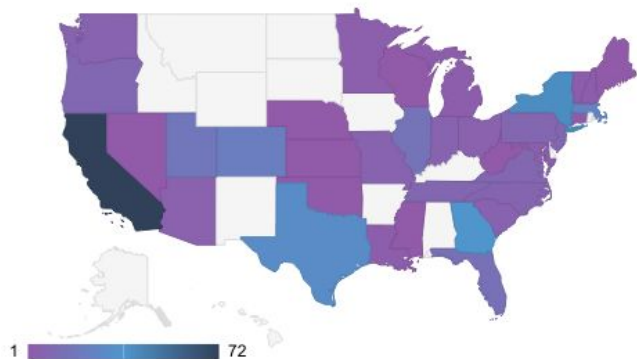
Revealed:

2022 Survey Benchmarks
& Insights

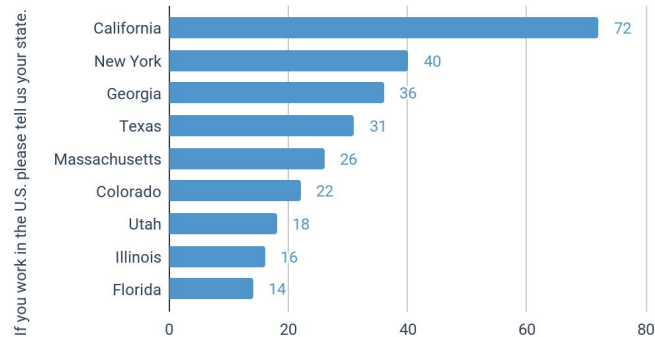


01

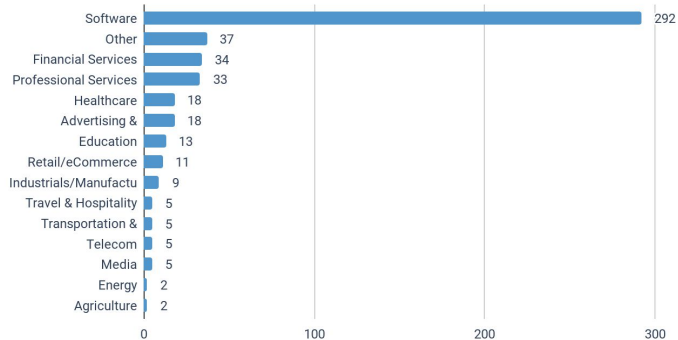
Survey Audience Responses



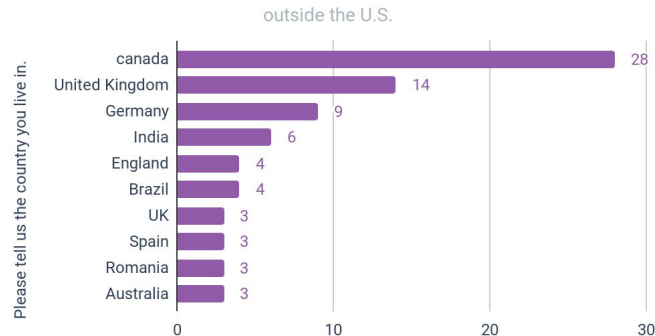
Top 10 states by respondents



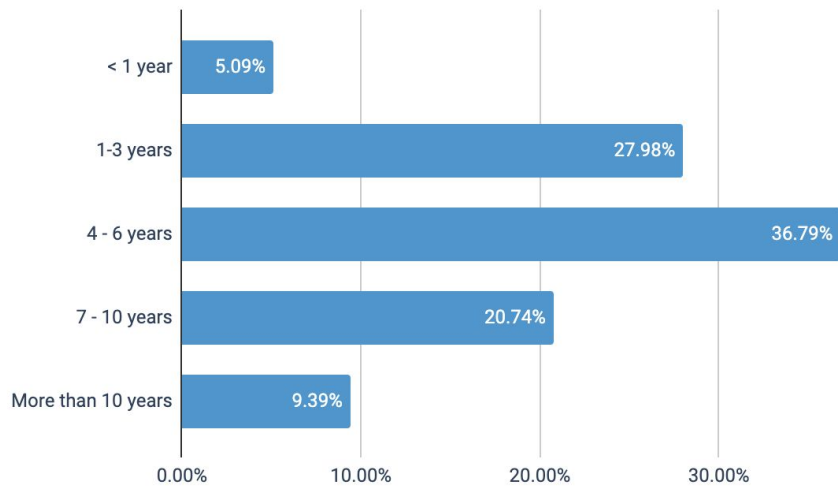
What industry do you work in?



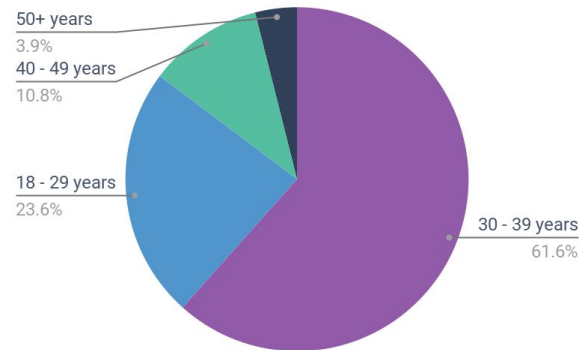
Top 10 countries by respondents



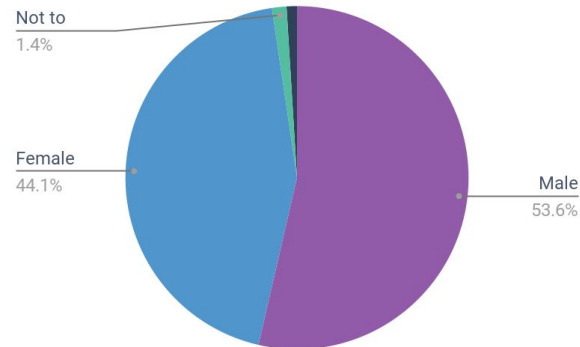
Years of experience in Ops



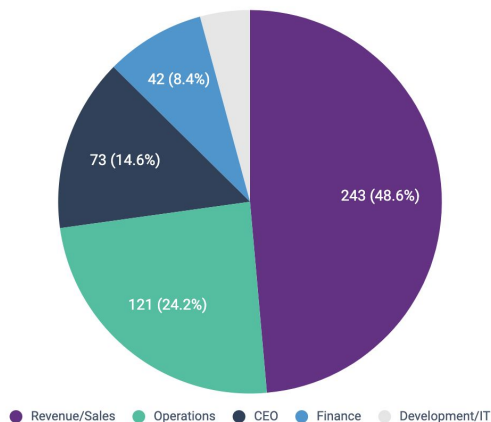
What is your age?



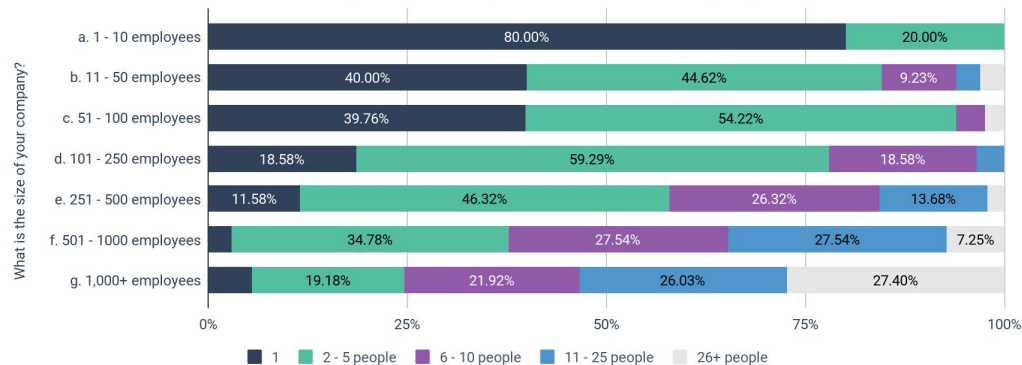
What is your gender?



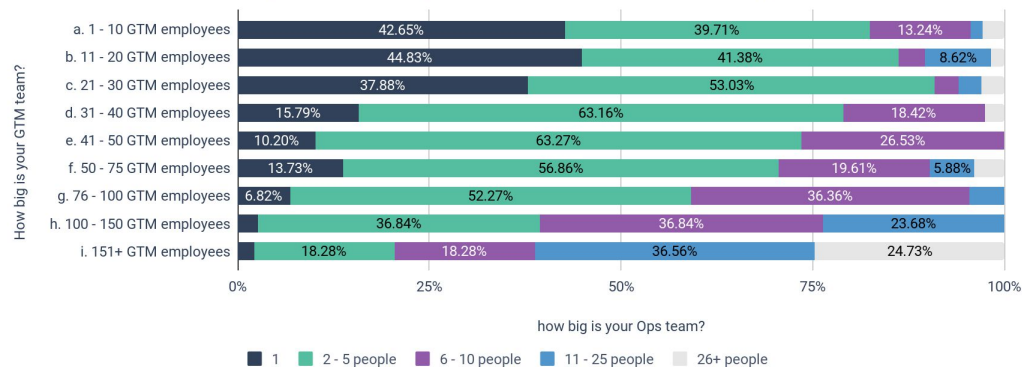
Who do you report into?



Size of ops team compared to size of company



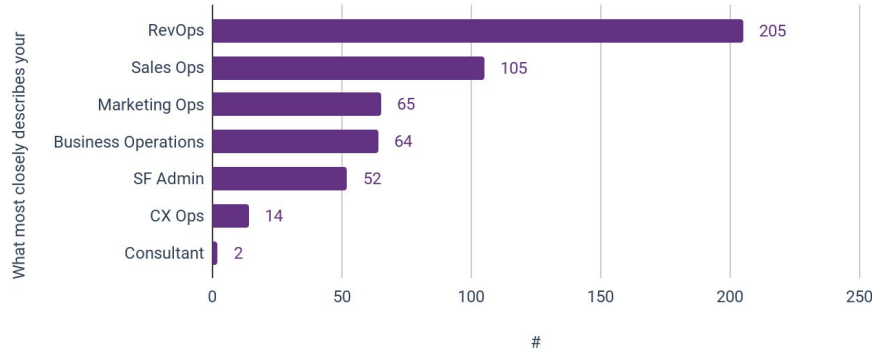
Size of ops teams compared to size of GTM teams supported



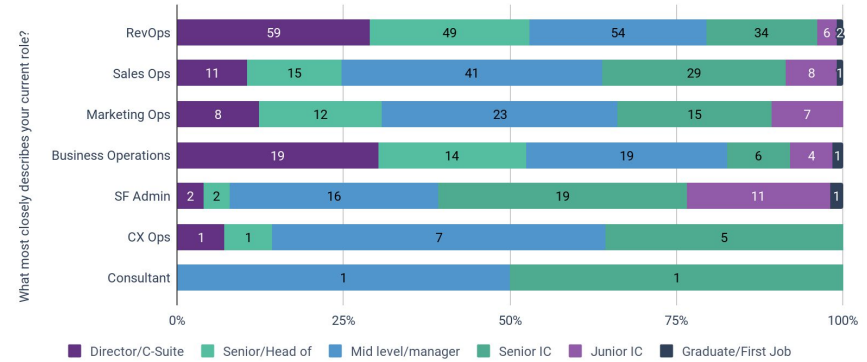
02

Role & Responsibilities

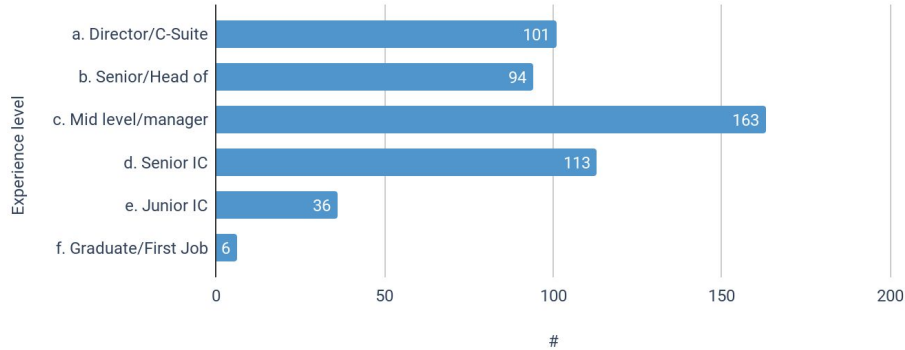
What most closely describes your current role?



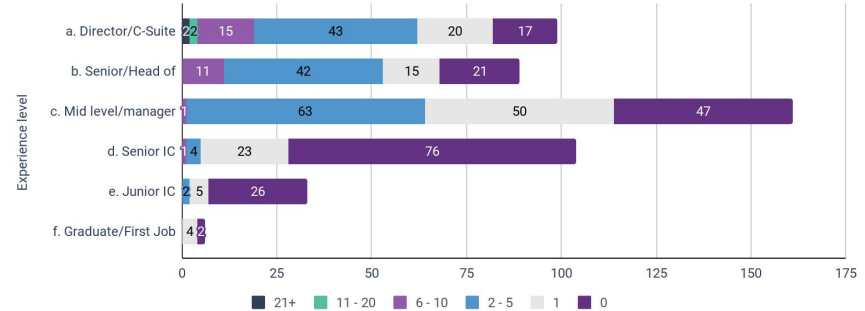
Responses by role & experience



What is your experience level?



Number of direct reports by experience level



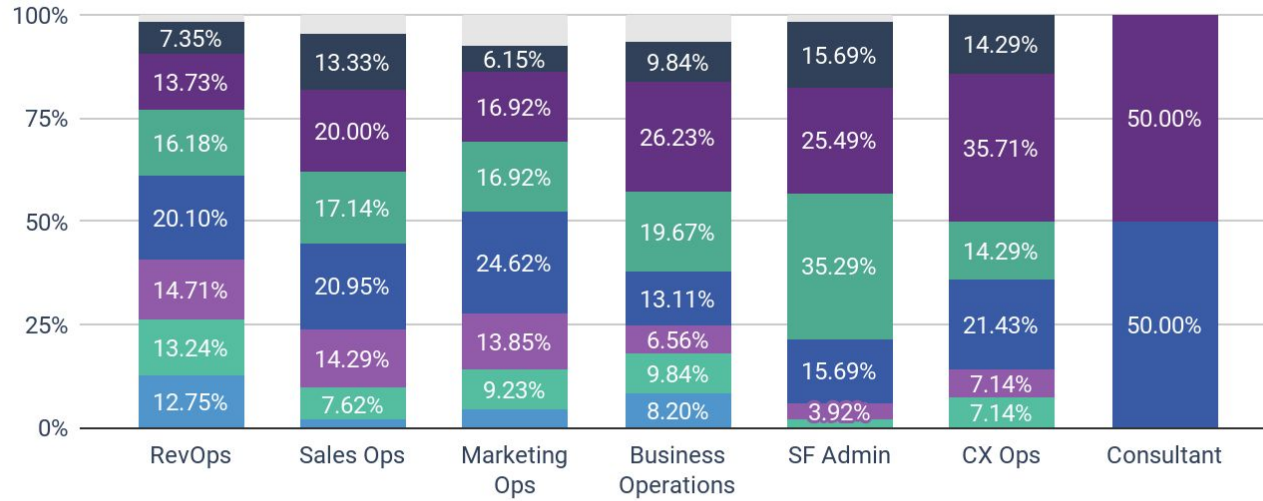
03

Compensation Details

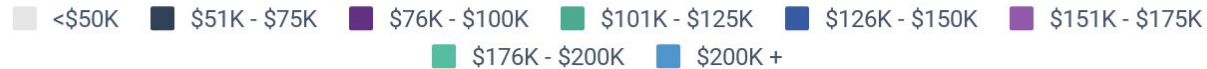
What is your current, annual salary?



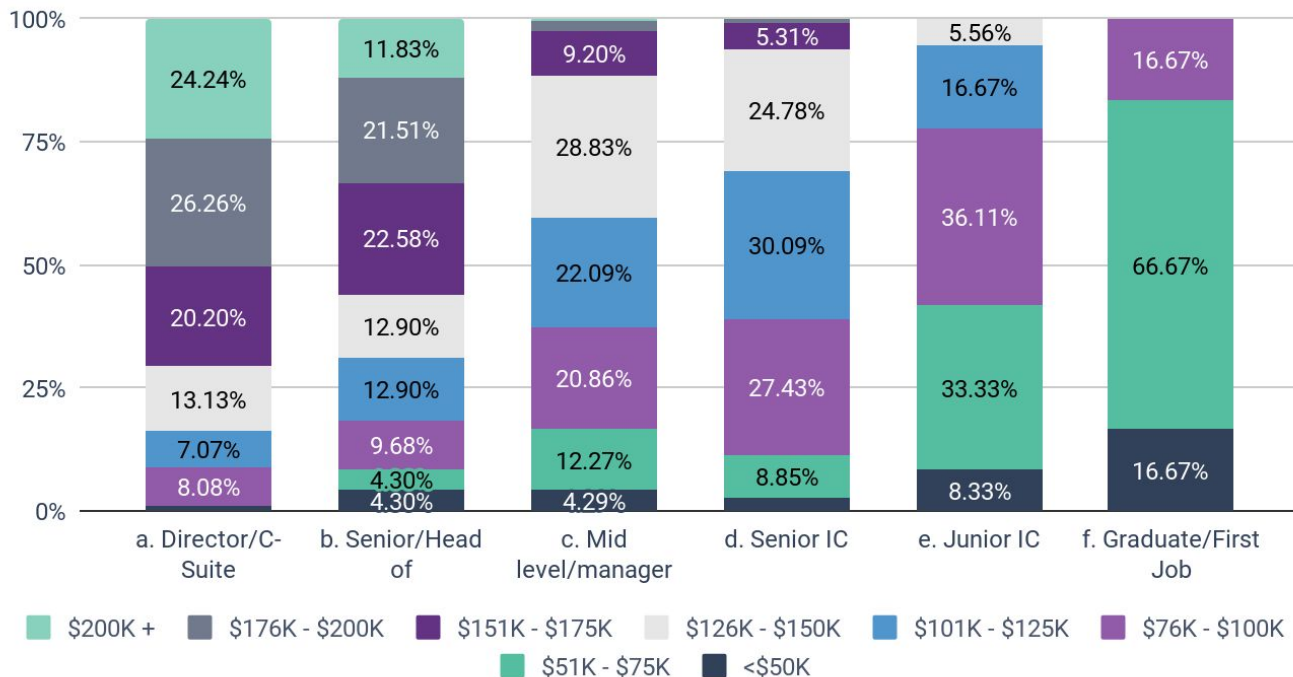
Average ops compensation by role



What most closely describes your current role?

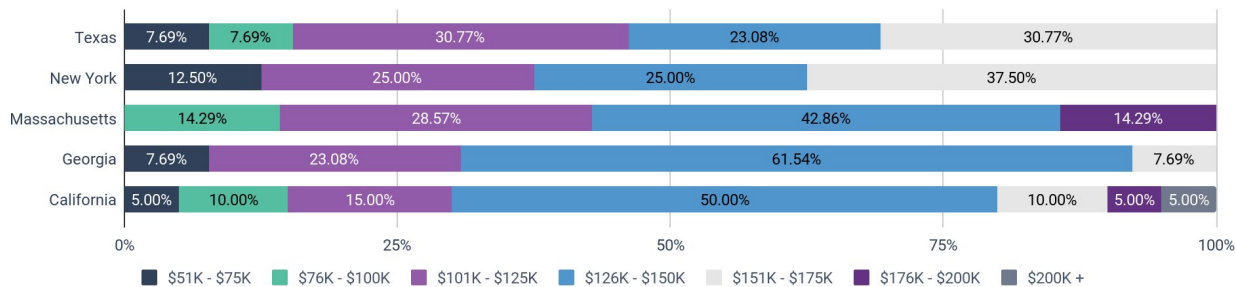


Average ops compensation by experience level



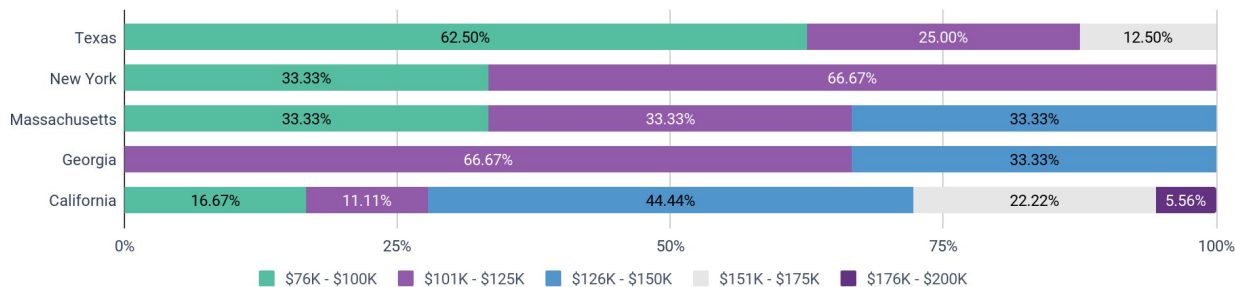
Salary sample in top 5 states

Experience: Midlevel, Manager

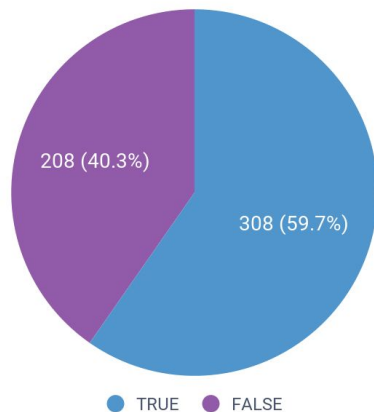


Salary sample in top 5 states

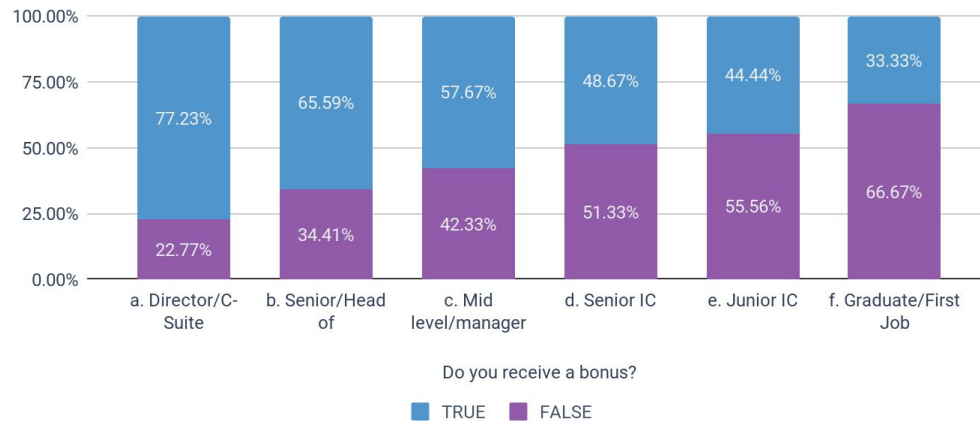
Experience: Senior IC



Do you receive a bonus?



Bonus by experience level



What most closely describes your current role?	MIN	MAX	MEDIAN
Sales	\$70,000.00	\$70,000.00	\$70,000.00
IT	\$55,000.00	\$55,000.00	\$55,000.00
Solution Architect	\$20,000.00	\$20,000.00	\$20,000.00
RevOps	\$200.00	\$250,000.00	\$20,000.00
Marketing Ops	\$600.00	\$48,000.00	\$16,400.00
Delivery	\$15,000.00	\$15,000.00	\$15,000.00
CS Ops	\$15,000.00	\$15,000.00	\$15,000.00
Business Systems	\$15,000.00	\$15,000.00	\$15,000.00
Business Operations	\$4,000.00	\$120,000.00	\$14,000.00
Consultant	\$10,000.00	\$15,000.00	\$12,500.00
SF Admin	\$1,200.00	\$130,000.00	\$10,000.00
Sales Ops	\$1,000.00	\$75,000.00	\$10,000.00
CX Ops	\$2,500.00	\$20,250.00	\$10,000.00
App Tester	\$9,000.00	\$9,000.00	\$9,000.00
Delivery operations	\$4,000.00	\$4,000.00	\$4,000.00
Pardot Consultant	\$600.00	\$600.00	\$600.00

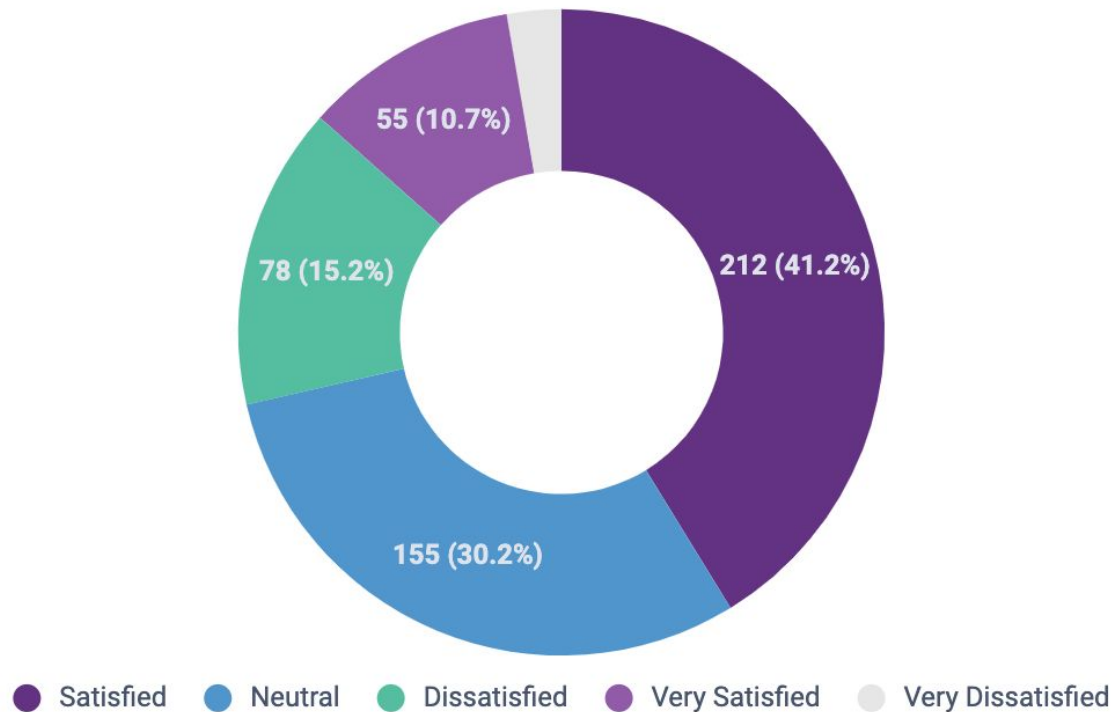
Bonus by Experience level	MIN	MAX	MEDIAN
a. Director/C-Suite	\$3,700.00	\$250,000.00	\$28,500.00
b. Senior/Head of	\$200.00	\$120,000.00	\$24,000.00
c. Mid level/manager	\$2,000.00	\$130,000.00	\$12,000.00
d. Senior IC	\$600.00	\$30,000.00	\$10,000.00
e. Junior IC	\$600.00	\$25,000.00	\$7,500.00
f. Graduate/First Job	\$9,000.00	\$10,000.00	\$9,500.00

Do you receive company shares?	FALSE	TRUE
a. Director/C-Suite	20.20%	79.80%
b. Senior/Head of	29.03%	70.97%
c. Mid level/manager	43.83%	56.17%
d. Senior IC	36.28%	63.72%
e. Junior IC	38.89%	61.11%
f. Graduate/First Job	66.67%	33.33%

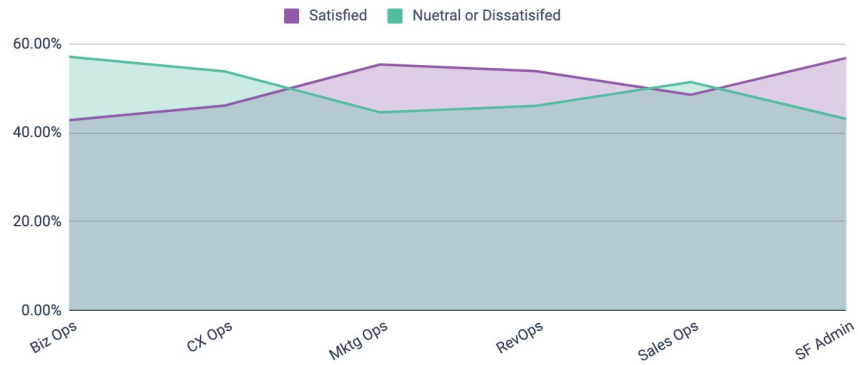
04

Compensation Satisfaction

How satisfied with your salary are you?



Salary satisfaction by role



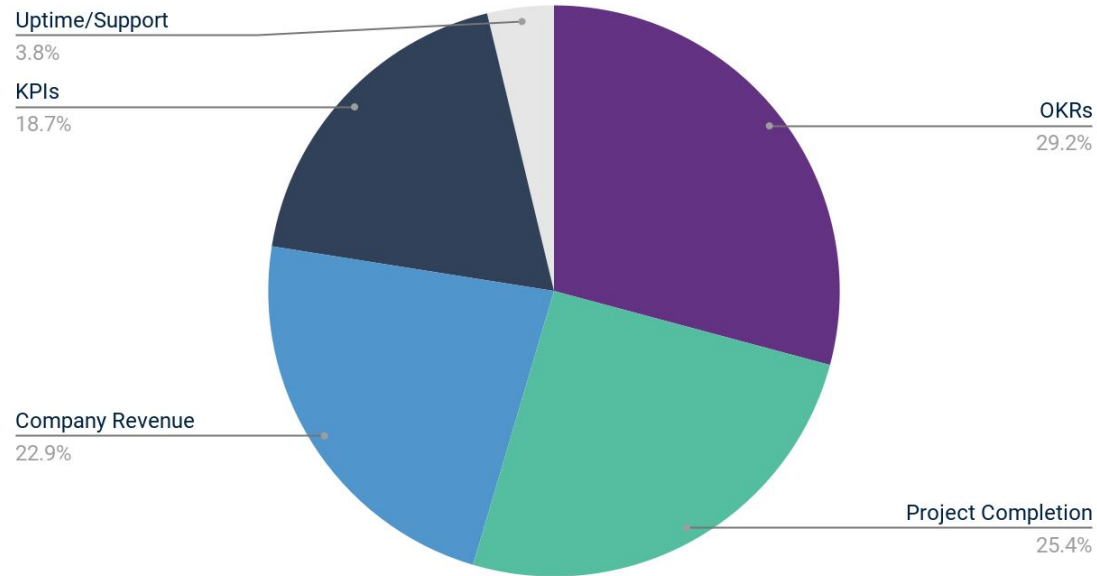
Salary satisfaction by experience level



05

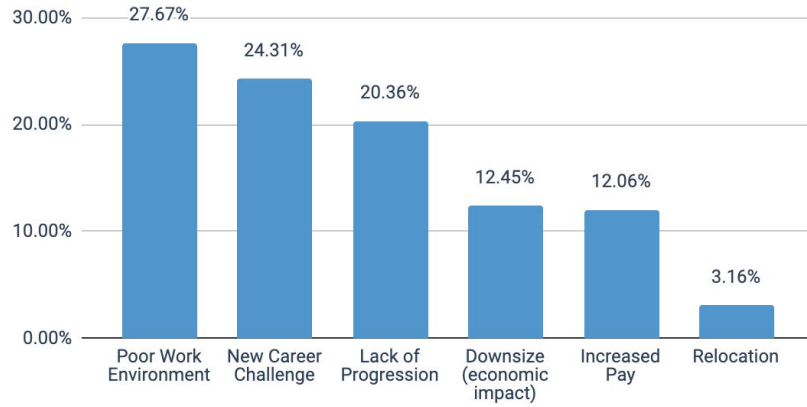
KPIs & Core Metrics

How are you measured for success?



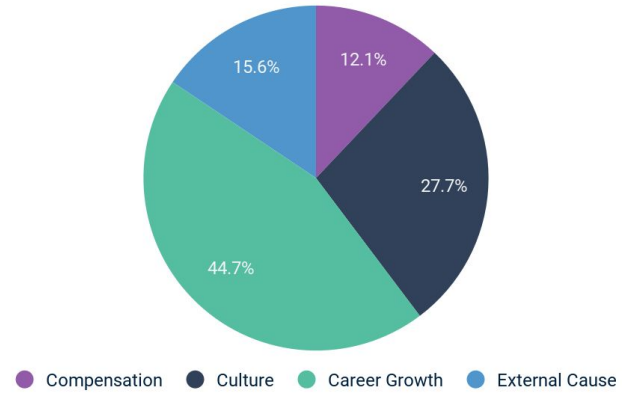
Why did you leave your last role?

(detailed)



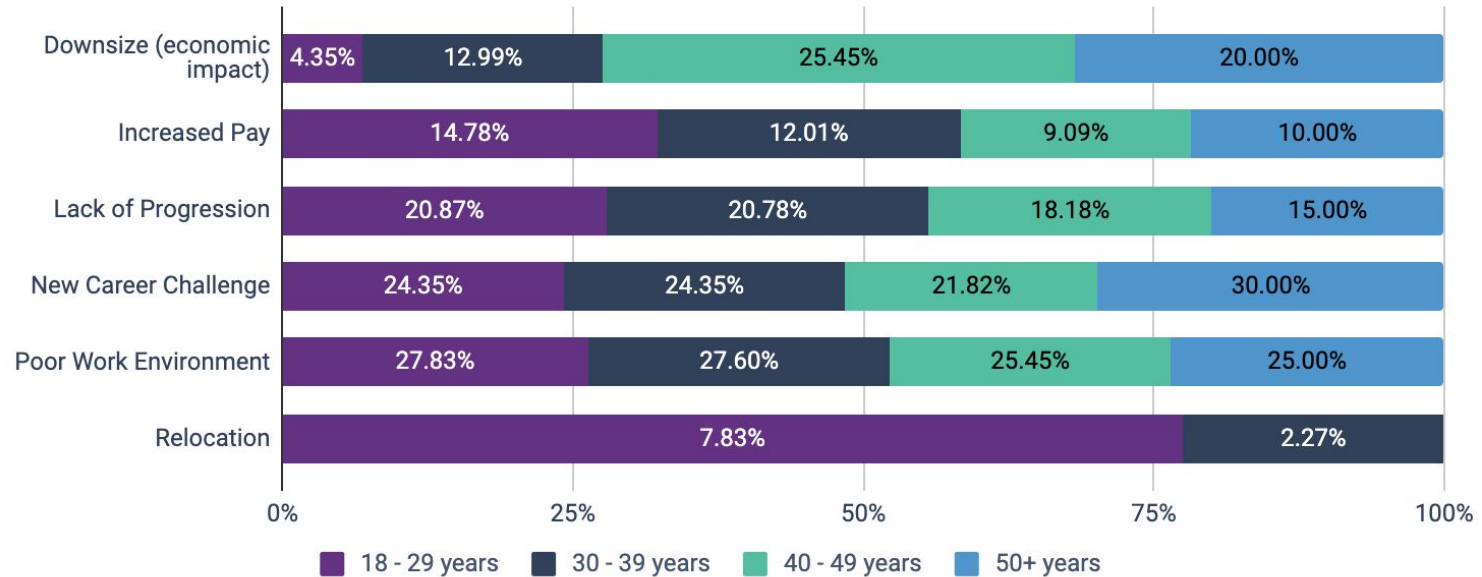
Why did you leave your last role?

(consolidated)



Why did you leave your last role?

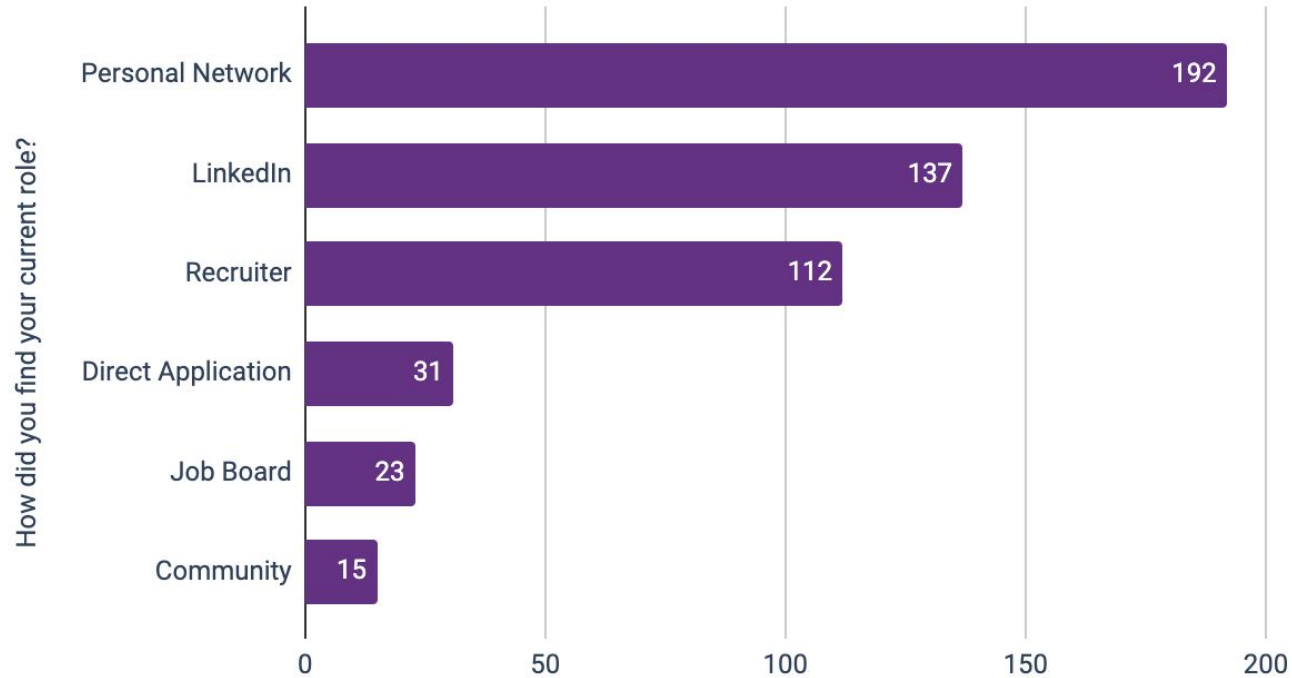
by respondent age



06

Recruitment

How did you find your current role?





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